DOCUMENT RESUME

ED 267 174 CE 043 366

AUTHOR Pfeiffer, E. W.
TITLE School to Work Linkage--The Apprenticeship Connection.
PUB DATE Dec 85
NOTE 9p.; Paper presented at the Meeting of the American Vocational Association (Atlanta, GA, December 6-10, 1985). Appended guidelines contain small print.
PUB TYPE Reports - Descriptive (141) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Apprenticeships; *Cooperative Education; Educational Benefits; *Education Work Relationship; Guidelines; High Schools; High School Seniors; Job Training; *State Programs; Vocational Education; *Work Experience Programs; *Youth Employment
IDENTIFIERS *New Jersey

ABSTRACT

School-to-work linkage refers to the concept of apprenticeship that begins in secondary school. It is an approach to education and training that allows high school seniors to be registered as apprentices with the U.S. Bureau of Apprenticeship and Training while completing their secondary school education. Senior high school students are employed part time as registered apprentices by local employers and continue as full-time apprentices once they have graduated (in contrast to cooperative vocational education, in which students are full-time students and part-time employees). The apprenticeship-cooperative education linkage concept involves the employment of in-school youth in registered, apprenticeable trades and a direct transition from part-time to full-time apprenticeship employment. The concept of apprenticeship-school linkage represents New Jersey's attempt to bridge the gap between apprenticeship and cooperative education. The concept addresses both the issues of school-to-work transition and high youth unemployment. While the concept of improving the school-to-work transition is not new, the apprenticeship-cooperative education linkage is unique in that it combines the apprenticeship system of training with the secondary school cooperative education curricula. (Guidelines for the New Jersey program are contained in this paper.) (KC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED267174

SCHOOL TO WORK LINKAGE--THE APPRENTICESHIP CONNECTION

E. W. Pfeiffer

New Jersey Division of Vocational Education

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

E W Pfeiffer

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

CE 043366

SCHOOL TO WORK LINKAGE-THE APPRENTICESHIP CONNECTION

School-to-Work-Linkage refers to the concept of apprenticeship that begins in secondary school. It is an innovative approach to education and training that allows high school seniors to be registered as apprentices with the United States Bureau of Apprenticeship and Training (BAT), while completing their secondary school education. Senior high school students, are employed part-time as registered apprentices by local employers and continue as full-time apprentices once they have graduated. The apprenticeship co-op linkage concept involves the employment of in-school youth in registered, apprenticeable trades and a direct transition from part-time to full-time apprenticeship employment.

The concept of apprenticeship-school linkage represents New Jersey's attempt to bridge the gap between apprenticeship and cooperative education. The concept addresses both the issues of school-to-work transition and high youth unemployment. While the concept of improving the school-to-work transition is not new, the apprenticeship co-op linkage is unique in that it combines the apprenticeship system of training with the secondary school cooperative education curricula.

Similarities Between Cooperative Vocational Education and Apprenticeship

Both apprenticeship and cooperative vocational education are similar in design.

- Both programs are recognized proven training programs.
- Both programs provide for 16-17 year olds to be employed in certain hazardous occupations.
- Both programs use a combination of work and related instruction to fulfill theirs objectives.

The major differences in the programs are that apprenticeship is a post-secondary adult program while cooperative vocational education is a secondary school program. Apprenticeship is full time employment and part time school, while co-op is full time school and part time employment. In terms of standards and requirements the major differences are the length of time an individual works

CE 043366

BEST COPY AVAILABLE

and the length of time an individual receives instruction.

Recognition of the similarities in the goals, standards and general entrance requirements of the two types of training programs is what has made the project a success.

The Project Design

The design of the project is simple: high school seniors 16 years of age or older, in approved cooperative vocational education programs, who are employed in apprenticeable occupations during their senior year, are registered as apprentices with the support of agreeing employers (sponsors). No change in employment is necessary and only one additional piece of paper is put into the system, the formal Apprenticeship Agreement, issued jointly by the United States Department of Labor, BAT and the New Jersey Division of Vocational Education.

While in high school, students are supervised on the job by their co-op teacher coordinator, as well as any supervisors that an employer may assign. The student-learner's general related and specific related curriculum is provided by the teacher coordinator, who also evaluates the student's performance and academic progress on a regular basis. After graduation, the apprentice assumes a full time work schedule, and proceeds to apprenticeship completion under the supervision of the employer with the help of a Bureau of Apprenticeship and Training(BAT) representative and a local apprenticeship coordinator.

Who Is Eligible To Enter Apprenticeship Through "School-To-Work Linkage"?

Any senior cooperative vocational education student may be apprenticed through the project. However, several criterion must be met.

1. The student must be employed in an occupation recognized as apprenticeable.

BEST COPY AVAILABLE

2. The student must have been employed by the sponsoring employer for at least 90 workdays prior to the initial registration.

3. The cooperative education coordinator must complete the first two sections of The Apprenticeship Registration Agreement. The original agreement should be sent to the county apprenticeship coordinator, and a copy is sent to:

The New Jersey Department of Education
Vocational Division
CN 500
Trenton, NJ 08625

How Do You Identify An Apprenticeable Occupation?

Contrary to popular beliefs, all apprenticeships are not controlled by organized labor unions. In fact, more than 70% of all apprenticeship sponsors are non-union employers. However, the largest apprenticeship programs do reside in labor unions.

Four basic components must be in place for an occupation to be apprenticeable.

1. The occupation must be recognized as one which is usually learned through an apprenticeship.

2. The occupation must be recognized throughout an industry. An occupation that is so limited in scope that the craftsperson's skills are of need to only one or a limited number of employers would probably not be apprenticeable.

3. The occupation requires a minimum of 2000 hours per year of occupational on-the-job training.

4. The occupation requires at least 144 hours of trade related instruction per year, coupled with the on-the-job training.

There are presently several hundred occupations recognized as apprenticeable by the U.S. Bureau of Apprenticeship and Training and the New Jersey Department of Education.

BEST COPY AVAILABLE

Advantages of the Program

Apprenticeship co-op linkage, provides students with an opportunity to participate in a nationally recognized system of training that meets predetermined and accepted training standards. School-To- Work-Linkage offers the following advantages:

- official recognition through the registered apprenticeship system that meets accepted national training standards;
- career avenues for students by providing them with a career ladder in the skilled trades;
- opportunity for students to earn income while learning a trade and completing their high school education;
- opportunity for schools to establish a link with employers needs for skilled manpower;
- support resources within the school structure at no cost to the school,because apprentices are provided on-the-job training;
- an opportunity for employers to train entry level workers who will progress to skilled craftspersons to meet their specific labor needs;
- an cpportunity for youth to ease their transition from school-to-work by initiating youth employment in apprenticeship occupations during their high school years;and
- employment and training continuity for high school seniors following graduation.

The apprenticeship co-op linkage is unique in that it uses the vehicle of apprenticeship to overcome the problem of youth transition to the workplace. A problem which lies outside of the normal concerns of apprenticeship and education individually. The "School-To-Work Linkage" project serves to address the problem of the linking of education, training and employment to facilitate the transition of youth from secondary school to work while they continue formal training. Thus, students begin participation as productive workers with a head start in the skilled trades while still enrolled in high school.

BEST COPY AVAILABLE

For additional information contact:

Charles Kunkel
Education Specialist-Apprenticeship
New Jersey Department of Education
CN 500
Trenton, New Jersey 08625

or

Weston Pfeiffer
Education Specialist- School To Work Linkages
New Jersey Department of Education
CN 500
Trenton, New Jersey 08625

Phone 609 292-7490

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF APPRENTICESHIP AND TRAINING
ROOM 838-970 BROAD STREET
NEWARK, NEW JERSEY 07102

☐ New Program ☐ Vet
☐ Reg. ☐ Non Vet
☐ Rev. ☐ Student-Learner

STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
DIVISION OF VOCATIONAL EDUCATION
AND CAREER PREPARATION
225 WEST STATE STREET
TRENTON, NEW JERSEY 08625

APPRENTICESHIP STANDARDS/APPRENTICESHIP AGREEMENT JOINT APPROVAL

WORK PROCESSES MUST BE ATTACHED AS REQUIRED

PRIVACY ACT STATEMENT: The information requested herein is used for apprenticeship program statistical purposes and may not be otherwise disclosed without the express permission of the undersigned apprentice. Privacy Act of 1974 - L.L. 93-579. NJAC 6-3-20.

1. Social Security No. ___ ___
2. Name (LAST, FIRST)
3. Street Address
4. City
5. State
6. Zip Code
7. App. Municipal Code
8. Sex
9. Ethnic Group (W=White AA=Amer. Indian/Alaskan B=Black AP=Asian/Pacific Isle H=Hispanic)
Telephone ___ ___
10. Vet. Status Y/N
11. Military Def. Status Y/N
12. Econ-Disadvantaged Y/N
Date of Birth Month / Day / Year
13. D.O.T. Code
14. Trade Occ. Title
14A. Date Registered
15. Federal Registration No.

I have read and understand the conditions of the apprenticeship standards/apprenticeship agreement.

The apprenticeship standards referred to herein are hereby incorporated in and made a part of this agreement.

Signature _____ Date _____

16. Union Affiliated Y/N
17. Sponsor Employer Name
County
18. Street Address
19. City
20. State
21. Zip Code
Telephone Number ___ ___
Total Employees
22. Empl. Municipal Code
23. S.I.C. Code Industry Type
24. Length of Program (Months)
25. Date Apprentice Began
26. Prior Credit Employment
27. Prior Credit Related Training
28. Public Vocational School Related Training Y/N

Number of Journeyworkers _____ Ratio: 1 Apprentice to ____ Journeyworkers Job Site ☐ Work Force ☐ Department ☐ Plant ☐
Authorizing _____ apprentices.

Wage Schedule (Construction apprentice wages must be expressed in percentage of journeyworker rate.)

1st period $_____ or ____ % per _____ 5th period $ _____ or ____ % per _____ 8th period $ _____ or ____ % per _____
2nd period $_____ or ____ % per _____ 6th period $ _____ or ____ % per _____ 9th period $ _____ or ____ % per _____
3rd period $_____ or ____ % per _____ 7th period $ _____ or ____ % per _____ 10th period $ _____ or ____ % per _____
4th period $_____ or ____ % per _____

Based on journeyworker rate of $____ for a standard work week of _____ hours. Rate of Overtime _____ Probationary period _____ months

I have read and understand the conditions of the apprenticeship standards/apprenticeship agreement.

Name and Title of Sponsor's Authorized Official (Print) Signature Date

If Bargaining Agency (Print Name, Local Number) Signature Date

Provision for related instructions

Federal Representative Date

Registered with the Bureau of Apprenticeship and Training, United States Department of Labor, as incorporating the basic standards recommended by the Federal Committee of Apprenticeship.

Registered By: _____ Date
Bureau of Apprenticeship and Training
United States Department of Labor

State Representative Date

Approved by the New Jersey Department of Education, Division of Vocational Education and Career Preparation as incorporating the basic standards set forth in the State Plan for Vocational Education and Career Preparation

Approved By: _____ Date
New Jersey Department of Education
Division of Vocational Education and Career Preparation

Distr: Sponsor ☐ Apprentice ☐ State ☐ BAT-Nwk ☐ BAT-Fd ☐ Coord ☐ BAT-Reg ☐ Linkage ☐

STATE USE: 36. Apprentice Approver Co. L.E.A. 37. School Training Site Co. L.E.A. 38. Coop. Program Co. L.E.A. 39. Cooperative Linkage Y/N

Co-op Teacher Coordinator _____ Date _____

20. THE APPRENTICE AND APPRENTICESHIP AGREEMENT

An "apprentice" shall mean an employee of legal working age who meets the qualifications established by the sponsor (age, education, physical,residency requirements, etc., shall be attached if applicable), and who is employed under a written agreement which provides that training and experience received be in accordance with these Standards of Apprenticeship. The apprentice shall be registered with the Bureau of Apprenticeship and Training, U.S. Department of Labor and approved by the Division of Vocational Education and Career Preparation, New Jersey Department of Education, referred to hereafter as the Joint Agencies, as an apprentice and using the approved apprenticeship agreement form for these registrations. The apprentice agreement shall be signed by the sponsor, the apprentice and if the apprentice is a minor, by his parent or guardian.

21. EQUAL OPPORTUNITY PLEDGE

The recruitment, selection, employment and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 CFR, Part 30, as amended. Selection Procedures and Affirmative Action Plan attached, if applicable.

21.(a) Apprentices will be accorded equal opportunity in all phases of apprenticeship as stated above.

22. TERM OF APPRENTICESHIP, PROBATION PERIOD, CANCELLATION, WORK EXPERIENCE, WAGE SCHEDULE; LAYOFF; RATIO; ETC.

The term of apprenticeship shall be as stated on the attached trade schedule(s). Either party or agency may cancel the apprenticeship agreement by notifying the others. During the probationary period the apprenticeship agreement may be cancelled by either party without stated cause. After the probationary period, the agreement may be suspended or cancelled by sponsor for cause, or at the request of the apprentice. The registration and approval agencies and apprentice shall be notified in writing of all suspensions, cancellations, terminations, and completions of apprenticeship together, with reasons applicable. When conditions make it necessary, every attempt will be made to have apprentices laid off in the commensurate ratio of apprentices to skilled workers (journeypersons) in the craft. Any apprentice laid off under this section shall be given the opportunity to be re-employed before any new apprentices shall be employed. When the employer is unable to fulfill his obligation under the apprenticeship agreement the transfer of the employer's training obligation should be made to another employer under the same program with the consent of the apprentice and apprenticeship committee or program sponsor. The ratio of apprentices to journeypersons is determined by the sponsor in consultation with the Bureau of Apprenticeship and Training consistent with the proper supervision, training and continuation of employment. The entry wages of the progressively increasing schedule of wages shall not be less than the Federal or State minimum wage unless a higher wage is required by a collective bargaining agreement.

23. SUPERVISION OF APPRENTICES

The sponsor shall designate a qualified person who will be responsible for the supervision and training of apprentices in accordance with the attached work schedule. Adequate records shall be kept by the sponsor indicating the apprentice's progress as well as current status in the training program by conducting periodic reviews and evaluations in both on-the-job and related instruction.

24. DUTIES OF THE JOINT AGENCIES

The sponsor and apprentice may consult with the representatives of the Bureau of Apprenticeship and Training or the Division of Vocational Education and Career Preparation concerning interpretations of the provisions of these standards.

25. WORKING CONDITIONS

The sponsor agrees to familiarize himself with Federal, State and local laws or regulations which may affect the employment of apprentices under this agreement. Except for related instruction, the workday and workweek should be the same as that of the journeypersons in the trade.

26. RELATED INSTRUCTION

Supplemental related instruction is recognized as necessary to the development of competent journeypersons. The New Jersey State Department of Education, Division of Vocational Education and Career Preparation has the primary responsibility for providing and approving related instruction. This instruction constitutes a minimum of 144 hours for each year of apprenticeship. Exceptions must be approved by the Joint Agencies. Related instruction curriculums are on file.

27. CREDIT FOR PREVIOUS EXPERIENCE

The sponsor may give credit for previous trade experience. Commensurate wage rates shall reflect any advancement of credit. Related instruction credit will be evaluated by the New Jersey Department of Education, Division of Vocational Education and Career Preparation.

28. SAFETY PROVISIONS

Adequate and safe equipment and facilities for training and supervision, and safety training for apprentices on the job and in related instruction shall be furnished.

29. CERTIFICATE OF COMPLETION OF APPRENTICESHIP

Upon completion of apprenticeship, the sponsor will recommend that a Certificate of Completion of Apprenticeship be awarded to the apprentice. The Joint Agencies must verify completion of both parts of training prior to issuance of a Certificate of Completion, by the U.S. Department of Labor, Bureau of Apprenticeship and Training, and the New Jersey Department of Education, Division of Vocational Education and Career Preparation.

30. MODIFICATION OF STANDARDS

Any modification or changes in these standards will be submitted promptly to the Bureau of Apprenticeship and Training for approval of such modification or change. Apprentices employed before such modification shall not be affected without their consent.

31. ADJUSTMENT OF DIFFERENCES

In the event that differences arise as to the interpretation of these standards or the apprenticeship agreement which cannot be satisfactorily settled by the apprentice and the program sponsor, either party may request the advice and assistance of the Bureau of Apprenticeship and Training and/or the Division of Vocational Education and Career Preparation.

32. MAINTENANCE OF RECORDS

All apprenticeship records shall be maintained as required by the Bureau of Apprenticeship and Training or the Division of Vocational Education and Career Preparation, and other applicable laws.

33. MINIMUM QUALIFICATIONS

Minimum qualifications required by Sponsor for persons entering the apprenticeship program will be listed on attached sheet and may include age, education, physical status and residency.

34. Nothing in these standards shall be interpreted as being contrary to the present or subsequent bargaining agreement between an employer or union.

35. DEREGISTRATION

Deregistration of a program may be affected upon the voluntary action of the sponsor, by a request for cancellation of the registration, or upon reasonable cause, by the U.S. Department of Labor, Bureau of Apprenticeship and Training instituting formal deregistration proceedings as prescribed by Title 29 CFR 29.